



TURNINGPOINT

Your Business. Your Freedom.

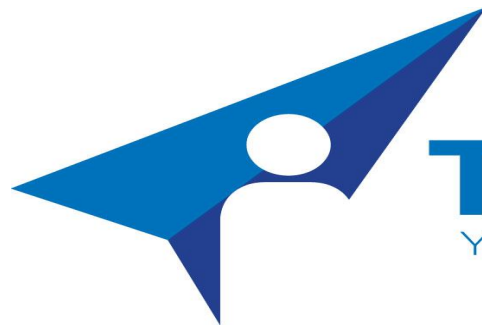
RIPPLE
EFFORT



“If performance evaluations were a drug, they would not receive F.D.A. approval”... because “they have so many side effects, and so often they fail.”

- **New York Times article quoting Prof. Robert Sutton (Stanford Univ.)**





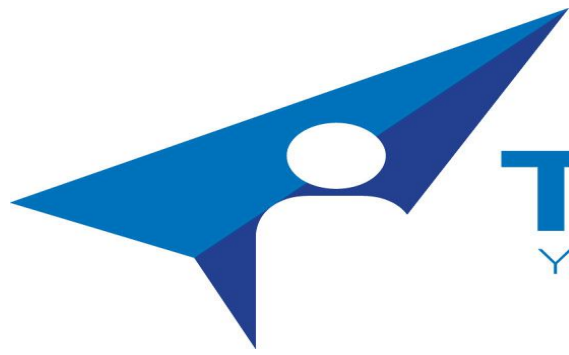
TURNINGPOINT

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EVALUATION DAY



“There’s nothing about your performance that you need to change ... other than everything.”



TURNINGPOINT

Your Business. Your Freedom.

The Annual Review process
negatively impacts **culture** and **productivity**.

Turning Point Ripple's platform:

- Gathers accurate, timely, actionable and **anonymous feedback** for employees along **5 core personality traits**
- Raises levels of employee **engagement**
- Increases rates of **retention**
- Creates greater **productivity** and more **positivity**
- Influences the ever-growing **Millennial** workforce



Turning Point Ripple collects data along **five** core **personality traits**:

Turning Point RIPPLE 5	DESCRIPTION	BIG FIVE
Curiosity	Inquisitive, Open Minded, Imaginative, Creative, Original	Openness
Conscientiousness	Hard Working, Persevering, Organized, Responsible, Dependable	Conscientiousness
Commitment	Engaged, Sociable, Colloquial, Assertive, Outgoing	Extroversion
Cooperation	Amiable, Sympathetic, Empathetic, Personable, Tolerant, Trusting	Agreeableness
Consistency	Poised, Self-Confident, Steady, Calm Cool and Collected	Neuroticism

Reflection Surveys assess employee behavior along the five personality traits:

RIPPLE
Dashboard
Give Feedback 100
Invite Feedback
Development Tools -
Noah's Account -
Sign Out

Noah, you are completing a Ripple Reflection Survey for

Ripple Test 1

rippletest@outlook.com

Ripple can make good decisions even when all information is not available.

never 1	rarely 2	sometimes 3	often 4	always 5
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Ripple makes decisions in a timely manner.

never 1	rarely 2	sometimes 3	often 4	always 5
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Ripple exhibits strong business instinct.

never 1	rarely 2	sometimes 3	often 4	always 5
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Ripple maintains a sense of humor.

never 1	rarely 2	sometimes 3	often 4	always 5
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Ripple recognizes his/her weaknesses.

never 1	rarely 2	sometimes 3	often 4	always 5
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Also provide written comments to Ripple

99 more Next >>

Each user's **dashboard** summarizes data – allowing celebration of strengths and identifying areas requiring greater attention:

RIPPLE Dashboard Give Feedback 101 Invite Feedback Noah's Account - Sign Out

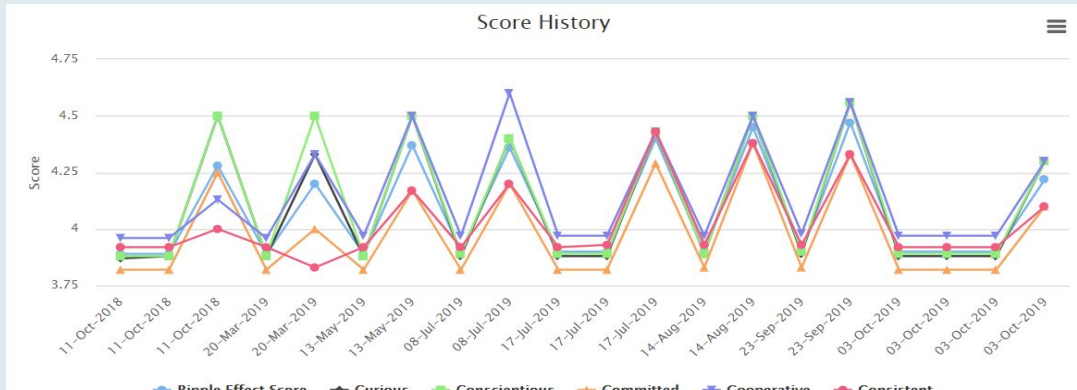
Ripple Effect Score		4.2↑	
Curious		4.3↑	Details
Conscientious		4.3↑	Details
Committed		4.1↑	Details
Cooperative		4.3↑	Details
Consistent		4.1↑	Details

Your Ripple Effect Score was last updated on Oct 02, 2019 and is calculated based on 50 responses.

You can also view your detailed scores for each individual question. You can also view your history of the scores here.

RIPPLE Dashboard Give Feedback 101 Invite Feedback Noah's Account - Sign Out

Score History



Score History chart showing trends for: Ripple Effect Score, Curious, Conscientious, Committed, Cooperative, and Consistent. The Y-axis represents the Score (3.75 to 4.75) and the X-axis shows dates from 11-Oct-2018 to 03-Oct-2019.

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Questions or feedback? support@ripplecrew.com

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Turning Point Ripple promotes employee **self-awareness** and **development**

- The Turning Point Ripple dashboard allows employee/management to **monitor trends** in personality behavior scoring and appreciate strengths and weaknesses
- Turning Point Ripple allows employees to continuously and easily **develop self-awareness**
- Employees with greater levels of self-awareness are **more productive**
- More productive employees have a **positive influence** on their co-workers and office environment – creating even greater productivity



Turning Point Ripple: You can't change what you don't know



www.TurningPointHCM.com